

**LIVING WAGE PROGRAM**

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**LIVING WAGE ORDINANCE  
LIVING WAGE RATES**

EFFECTIVE DATES	INCREASE*	CASH WAGE + HEALTH BENEFITS	FULL CASH WAGE
July 1, 2016 – June 30, 2017	1.60%	\$12.21 + \$2.45 per hour in Health Benefits	\$14.66 per hour
<b>July 1, 2015 – June 30, 2016</b>	<b>1.85%</b>	<b>\$12.02 + \$2.41 per hour in Health Benefits</b>	<b>\$14.43 per hour</b>
July 1, 2014 – June 30, 2015	1.30%	\$11.80 + \$2.37 per hour in Health Benefits	\$14.17 per hour
July 1, 2013 – June 30, 2014	1.60%	\$11.65 + \$2.34 per hour in Health Benefits	\$13.99 per hour
July 1, 2012 – June 30, 2013	3.00%	\$11.47 + \$2.30 per hour in Health Benefits	\$13.77 per hour
July 1, 2011 – June 30, 2012	1.30%	\$11.14 + \$2.23 per hour in Health Benefits	\$13.37 per hour
July 1, 2010 – June 30, 2011	0.00%	\$11.00 + \$2.20 per hour in Health Benefits	\$13.20 per hour
July 1, 2009 – June 30, 2010	3.90%	\$11.00 + \$2.20 per hour in Health Benefits	\$13.20 per hour
July 1, 2008 – June 30, 2009	2.30%	\$10.58 + \$2.12 per hour in Health Benefits	\$12.70 per hour
July 1, 2007 – June 30, 2008	3.40%	\$10.34 + \$2.07 per hour in Health Benefits	\$12.41 per hour
July 1, 2006 – June 30, 2007	N/A	\$10.00 + \$2.00 per hour in Health Benefits	\$12.00 per hour

\* Living Wage rate increase is in accordance with San Diego Municipal Code section 22.4220(b): The hourly wage rates will be upwardly adjusted each July 1 to reflect the change in the Consumer Price Index for All Urban Consumers for the San Diego – Carlsbad – San Marcos Metropolitan Statistical Area for the twelve-month period preceding December 31. The *health benefits rate* will be consistent with the *Affordable Care Act* and any other applicable federal and state law provisions. Prior to April 1 of each year, the *City* will calculate the new rates and provide notice to all *covered employers* by posting on the *City's* web site the rates in effect for the next fiscal year.

Additional information is available from the City of San Diego's Living Wage Program (see contact information above).